
Table 1

Need Hierarchies Among the Five Types Found in the Chemist Population

Type A:

1. Achievement
2. Affiliation
3. Play
4. Counteraction
5. Sentience
6. Dominance
7. Order
8. Exhibition
9. Autonomy
10. Sex
11. Deference
12. Nurturance
13. Harmavoidance
14. Defendance
15. Aggression*
16. Infavoidance*
17. Rejection
18. Blamavoidance
19. Succorance
20. Abasement

Type B:

1. Affiliation
2. Blamavoidance
3. Counteraction
4. Order
5. Achievement
6. Deference
7. Infavoidance
8. Harmavoidance
9. Nurturance
10. Play
11. Defendance
12. Autonomy
13. Abasement

14. Sentience
15. Sex
16. Succorance
17. Exhibition
18. Rejection
19. Dominance
20. Aggression

Type C:

1. Achievement
2. Counteraction
3. Autonomy
4. Aggression
5. Dominance
6. Defendance
7. Rejection
8. Order
9. Affiliation
10. Sex
11. Harmavoidance
12. Infavoidance
13. Play
14. Exhibition
15. Blamavoidance
16. Sentience
17. Succorance
18. Deference
19. Nurturance
20. Abasement

Type D:

1. Achievement
2. Affiliation
3. Counteraction
4. Order
5. Nurturance
6. Defendance
7. Dominance
8. Exhibition
9. Autonomy

10. Deference
11. Aggression
12. Play
13. Harmavoidance
14. Succorance
15. Infavoidance
16. Blamavoidance
17. Sentience
18. Rejection
19. Abasement
20. Sex

Type E:

1. Achievement
2. Counteraction
3. Affiliation
4. Autonomy
5. Nurturance
6. Order
7. Sentience
8. Sex
9. Succorance
10. Deference
11. Dominance
12. Defendance
13. Infavoidance
14. Blamavoidance
15. Play
16. Rejection
17. Aggression
18. Abasement
19. Harmavoidance
20. Exhibition

TABLE 2

Need Hierarchies Among the Four Types Found in the Peace Corps Population

Type 1:

1. Affiliation
2. Nurturance
3. Counteraction
4. Achievement
5. Deference
6. Sex
7. Order
8. Succorance
9. Blamavoidance
10. Play
11. Dominance
12. Harmavoidance
13. Infavoidance
14. Sentience
15. Exhibition
16. Defendance
17. Autonomy
18. Rejection
19. Abasement
20. Aggression

Type 2:

1. Affiliation
2. Achievement
3. Sentience
4. Sex
5. Autonomy
6. Counteraction
7. Nurturance
8. Play
9. Dominance
10. Rejection
11. Succorance
12. Order
13. Deference
14. Blamavoidance
15. Harmavoidance*
16. Defendance*
17. Aggression
18. Infavoidance
19. Exhibition
20. Abasement

Type 3:

1. Achievement
2. Affiliation
3. Counteraction
4. Dominance
5. Nurturance
6. Order
7. Exhibition
8. Sex
9. Deference
10. Defendance
11. Play
12. Aggression*
13. Autonomy*
14. Sentience
15. Rejection
16. Succorance
17. Harmavoidance
18. Abasement
19. Infavoidance
20. Blamavoidance

Type 4:

1. Nurturance
 2. Play
 3. Sex
 4. Affiliation
 5. Autonomy
 6. Sentience*
 7. Succorance*
 8. Exhibition
 9. Counteraction
 10. Order
 11. Abasement
 12. Defendance
 13. Deference
 14. Dominance
 15. Infavoidance
 16. Achievement
 17. Blamavoidance
 18. Harmavoidance
 19. Aggression
 20. Rejection
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Chemist Population:

1. Type A:

- Dominant needs: Achievement, Affiliation, Play
- Notable needs: Counteraction, Sentience, Dominance
- Lesser emphasized needs: Aggression, Infavoidance, Rejection

2. Type B:

- Dominant needs: Affiliation, Blamavoidance, Counteraction
- Notable needs: Order, Achievement, Deference
- Lesser emphasized needs: Exhibition, Dominance, Aggression

3. Type C:

- Dominant needs: Achievement, Counteraction, Autonomy
- Notable needs: Aggression, Dominance, Rejection
- Lesser emphasized needs: Deference, Nurturance, Abasement

4. Type D:

- Dominant needs: Achievement, Affiliation, Counteraction
- Notable needs: Order, Nurturance, Dominance
- Lesser emphasized needs: Infavoidance, Blamavoidance, Exhibition

5. Type E:

- Dominant needs: Achievement, Counteraction, Affiliation
- Notable needs: Autonomy, Nurturance, Order
- Lesser emphasized needs: Exhibition, Rejection, Aggression

Peace Corps Population:

1. Type 1:

- Dominant needs: Affiliation, Nurturance, Counteraction
- Notable needs: Achievement, Deference, Sex
- Lesser emphasized needs: Autonomy, Aggression, Rejection

2. Type 2:

- Dominant needs: Affiliation, Achievement, Sentience
- Notable needs: Sex, Autonomy, Counteraction
- Lesser emphasized needs: Infavoidance, Exhibition, Abasement

3. Type 3:

- Dominant needs: Achievement, Affiliation, Counteraction
- Notable needs: Dominance, Nurturance, Order
- Lesser emphasized needs: Infavoidance, Blamavoidance, Abasement

4. Type 4:

- Dominant needs: Nurturance, Play, Sex
- Notable needs: Affiliation, Autonomy, Sentience
- Lesser emphasized needs: Infavoidance, Aggression, Rejection

Type 3:

- **Goals:** Aims to get things accomplished, values being in control of the situation.
- **Personality Traits:** Confident, assertive, systematic, and responsible.
- **Communication:** Aware of others' needs, can be nurturant and sympathetic.
- **Blamavoidance:** Not likely to avoid situations where he might be blamed for his actions.
- **Impulse Satisfaction:** Gives higher priority to fulfilling goals than satisfying impulse life.
- **Impulse Expression:** Satisfies impulses in a socially acceptable and approved manner.
- **Values:** Strives to be upright and sincere, follows a code he has been taught.

Type 4:

- **Top Need:** Nurturance, enjoys aiding helpless individuals and providing support.
- **Achievement:** Lowest need for achievement, relies on nurturance to share experiences.
- **Social Interaction:** Enjoys being seen and heard, values entertainment and amusement.
- **Rejection:** Lowest ranked need, seeks out others for affection and tenderness.
- **Organization:** Not well organized, sees organization as coercive, values freedom.
- **Achievement Orientation:** Not an achieving person, lowest need for achievement.
- **Independence:** Values freedom and sees himself as a free soul.

The assessment study evaluates the acceptance rates for overseas duty, the difficulties experienced in the field, and the effectiveness of each type. The study suggests that Types I and III had higher acceptance rates, but Types II and IV posed greater risks. The anticipated and experienced difficulties in the field were assessed, revealing that Type II individuals underestimated the problems they might encounter. Effectiveness in the field, measured by supervisor ratings, showed a trend favoring Types II and IV, despite the differences not being statistically significant. The study also explores changes in values, with Type III individuals showing the most significant changes on the F-scale, potentially influenced by their forceful and action-oriented nature.

Type A:

- **Orientation:** Achievement-oriented and willing to cooperate with others.

- **Suitability for Activities:** Well-suited for activities within an organized social system of an industrial laboratory.
- **Communication:** Trusts others, accepts information, and discusses ideas with others. Can benefit from constructive criticism.
- **Personality Traits:** Not submissive, has internalized criteria for reacting to and evaluating problems.
- **Creativity:** Capable of questioning existing data and theories, motivated to pursue novelty.
- **Leadership:** Can assume positions of leadership and responsibility for the activities of others.
- **Roles:** Well-suited for scientific, professional, administrative, and social roles in the industrial research organization. May have difficulty in the employee role.

Type B:

- **Characteristics:** More oriented to avoidant behavior, finds security in existing structures.
- **Creativity:** May produce creative products in a team setting but requires reassurance.
- **Assertiveness:** Difficulty being assertive in research, administrative, and social roles.
- **Roles:** Likely to encounter problems in fulfilling scientific and professional roles due to a lack of freedom and spontaneity.

Type C:

- **Characteristics:** Emphasis on autonomy, aggression, and dominance. Intensity of behavior may lead to burnout.
- **Role Fulfillment:** May have difficulty fitting into an organizational framework, especially in social and employee roles.
- **Leadership:** May drive subordinates and face challenges in the administrative role.

Type D:

- **Characteristics:** Emphasis on achievement, affiliation, order, and nurturance.
- **Role Fulfillment:** Well-suited for the administrative role, likely to tolerate employee and social roles.
- **Creativity:** May lack the spontaneous and "creative" spark seen in Type A.

Type E:

- **Characteristics:** Emphasis on achievement, autonomy, and aesthetic attitude.
- **Role Fulfillment:** Able to fulfill scientific and professional roles, may struggle with dominance and exhibitionism.
- **Leadership:** May achieve positions in research organizations where superiors look for valuable ideas.

1. Ideocentrism v. Allocentricity:

- Ideocentrism: Focus on personal thoughts, values, and beliefs.
- Allocentricity: Focus on others' thoughts, values, and beliefs.

2. Field Dependence (Cognitive Style):

- Refers to the extent to which a person's perception is influenced by the surrounding context.

3. Intraception:

- Involves introspective thinking and reflection on one's own thoughts and emotions.

4. Typological profile traits (Stein):

- Traits such as Achievement, Affiliation, Aggression, Abasement.

5. Conscientiousness and Agreeableness (Big Five):

- Conscientiousness: Reflects the degree of organization, responsibility, and goal-directed behavior.
- Agreeableness: Relates to interpersonal relations, cooperation, and social harmony.

6. Dominance v. Submission (Allport, Anderson):

- Dominance: Inclination towards asserting control or influence.
- Submission: Inclination towards yielding to others' control or influence.

7. Suggestibility (creativity):

- Refers to the openness to new ideas and creative thinking.

8. Ego-strength (Coherence, [Antonovsky]):

- The ability to cope with stress and maintain psychological well-being.

9. Object Relations (attachment, and constancy, [Neubauer]):

- Involves the way individuals relate to others and form attachments, as well as the consistency of these relationships.